

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

05-CA-274141

Date Filed

3/12/21

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Keolis Transit America		b. Tel. No. (615) 521-6041
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 42031 Loudoun Center Pl. VA Leesburg 20175	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail (b) (6), (b) (7)(C)@keolisna.com
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation	j. Identify principal product or service Mass Transit	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3,1,5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**John Ertl Title: Collective Bargaining Administrator  
Amalgamated Transit Union Local 689**4a. Address (Street and number, city, state, and ZIP code)**10000 New Hampshire Avenue  
MD Silver Spring 209034b. Tel. No.  
(202) 826-4845

4c. Cell No.

4d. Fax No.

4e. e-Mail  
jertl@atu.org**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

AFL-CIO/CLC

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(signature of representative or person making charge)

John Ertl  
Title: Collective Bargaining Administrator  
(Print/type name and title or office, if any)Tel. No.  
(202) 826-4845

Office, if any, Cell No.

Fax No.

e-Mail  
jertl@atu.org10000 New Hampshire Avenue  
Address Silver Spring MD 2090303/12/2021 01:14:56 PM  
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

## Basis of the Charge

### 8(a)(3)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities or membership.

Name of employee refused hire	Approximate date of refusal to hire
Various	03/05/2021

### 8(a)(1)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee refused hire	Approximate date of refusal to hire
Various	03/05/2021

### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**FIRST AMENDED CHARGE  
AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**Case  
05-CA-274141Date Filed  
3/19/21**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Keolis Transit America		b. Tel. No. (615) 521-6041
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 42031 Loudoun Center Pl. VA Leesburg 20175	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail (b) (6), (b) (7)(C)@keolisna.com
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation	j. Identify principal product or service Mass Transit	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3,1,5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**John Ertl Title: Collective Bargaining Administrator  
Amalgamated Transit Union Local 689**4a. Address (Street and number, city, state, and ZIP code)**10000 New Hampshire Avenue  
MD Silver Spring 209034b. Tel. No.  
(202) 826-4845

4c. Cell No.

4d. Fax No.

4e. e-Mail  
jertl@atu.org**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

AFL-CIO/CLC

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(signature of representative or person making charge)

John Ertl  
Title: Collective Bargaining Administrator  
(Print/type name and title or office, if any)Tel. No.  
(202) 826-4845

Office, if any, Cell No.

Fax No.

e-Mail  
jertl@atu.org10000 New Hampshire Avenue  
Address Silver Spring MD 2090303/18/2021 03:53:50 PM  
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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## Basis of the Charge

### 8(a)(3)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities or membership.

Name of employee refused hire	Approximate date of refusal to hire
Various	03/05/2021

### 8(a)(1)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee refused hire	Approximate date of refusal to hire
Various	03/05/2021

### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

### 8(a)(1) and/or (3)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by issuing employment offer letters to potential employees that limit their ability to plan, organize to otherwise participate in protected concerted activities and/or union activities.

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

**5-CA-274784**

Date Filed

**3/26/2021****INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Keolis Transit America		b. Tel. No. (615) 521-6041
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 42031 Loudoun Center Pl. VA Leesburg 20175	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail (b) (6), (b) (7)(C)@keolisna.com
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation	j. Identify principal product or service Mass Transit	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1,3,5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**John Ertl Title: Collective Bargaining Administrator  
Amalgamated Transit Union Local 689**4a. Address (Street and number, city, state, and ZIP code)**10000 New Hampshire Avenue  
MD Silver Spring 209034b. Tel. No.  
(202) 826-4845

4c. Cell No.

4d. Fax No.

4e. e-Mail  
jertl@atu.org**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

AFL-CIO/CLC

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(signature of representative or person making charge)

John Ertl  
Title: Collective Bargaining Administrator  
(Print/type name and title or office, if any)Tel. No.  
(202) 826-4845

Office, if any, Cell No.

Fax No.

e-Mail  
jertl@atu.org10000 New Hampshire Avenue  
Address Silver Spring MD 2090303/26/2021 05:23:57 PM  
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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## Basis of the Charge

### 8(a)(3)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities or membership.

Name of employee refused hire	Approximate date of refusal to hire
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Various	03/26/2021

### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	03/24/2021
(b) (6), (b) (7)(C)	03/25/2021

### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by interrogating employees about their union activities.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	01/16/2021

### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule
Prohibition on soliciting other employees
binding arbitration agreements

### 8(a)(5)

Within the previous six months, the Employer failed and refused to recognize the union as the collective bargaining representative of its employees.

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
imposed lower medical premium costsharing	03/04/2021
imposed changes to flex time system	03/04/2021
changed health insurance provider	03/04/2021
removed Labor Day as a paid holiday	03/04/2021

**8(a)(5)**

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
03/09/2021	(b) (6), (b) (7)(C)	Healthcare premium information	03/16/2021
03/19/2021	(b) (6), (b) (7)(C)	Various	03/20/2021



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

05-CA-274784

Date Filed

8/19/21

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Keolis Transit America		b. Tel. No. (615) 521-6041
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 42031 Loudoun Center Pl. VA Leesburg 20175	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail (b) (6), (b) (7)(C)@keolisna.com
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation	j. Identify principal product or service Mass Transit	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1,3,5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**John Ertl Title: Collective Bargaining Administrator  
Amalgamated Transit Union Local 689**4a. Address (Street and number, city, state, and ZIP code)**10000 New Hampshire Avenue  
MD Silver Spring 209034b. Tel. No.  
(202) 826-4845

4c. Cell No.

4d. Fax No.

4e. e-Mail  
jertl@atu.org**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

AFL-CIO/CLC

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By \_\_\_\_\_  
(signature of representative or person making charge)John Ertl  
Title: Collective Bargaining Administrator  
(Print/type name and title or office, if any)Tel. No.  
(202) 826-4845

Office, if any, Cell No.

Fax No.

e-Mail  
jertl@atu.org10000 New Hampshire Avenue  
Address Silver Spring MD 20903

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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## Basis of the Charge

### 8(a)(3)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities or membership.

Name of employee refused hire	Approximate date of refusal to hire
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Various	03/26/2021

### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	03/12/2021
(b) (6), (b) (7)(C) or any other Employer agent who issued the	03/25/21

March 25, 2021 memo threatening employees with termination if they struck.

### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by interrogating employees about their union activities.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	01/16/2021

### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule
Prohibition on soliciting other employees
binding arbitration agreements

### 8(a)(5)

Within the previous six months, the Employer failed and refused to recognize the union as the collective bargaining representative of its employees.

### 8(a)(5)

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### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
imposed lower medical premium costsharing	03/04/2021
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**8(a)(5)**

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
03/09/2021	(b) (6), (b) (7)(C)	Healthcare premium information	03/16/2021
03/19/2021	(b) (6), (b) (7)(C)	Various	03/20/2021

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

05-CA-275253

Date Filed

4/6/21

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Keolis Transit America		b. Tel. No. (615) 521-6041
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 42031 Loudoun Center Pl. VA Leesburg 20175	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail (b) (6), (b) (7)(C)@keolisna.com
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation	j. Identify principal product or service Mass Transit	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

John Ertl

Title: Collective Bargaining Administrator

Amalgamated Transit Union

**4a. Address (Street and number, city, state, and ZIP code)**10000 New Hampshire Avenue  
MD Silver Spring 209034b. Tel. No.  
(202) 826-4845

4c. Cell No.

4d. Fax No.

4e. e-Mail  
jertl@atu.org**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

AFL-CIO/CLC

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(signature of representative or person making charge)

John Ertl

Title: Collective Bargaining Administrator

(Print/type name and title or office, if any)

Tel. No.  
(202) 826-4845

Office, if any, Cell No.

Fax No.

e-Mail  
jertl@atu.org10000 New Hampshire Avenue  
Address Silver Spring MD 2090304/06/2021 02:35:45 PM  
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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## Basis of the Charge

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Denying union access to the facility	04/06/2021



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
RM PETITION

DO NOT WRITE IN THIS SPACE

Case No.

05-RM-275681

Date Filed

04-15-2021

**INSTRUCTIONS:** Unless e-Filed using the Agency's website, [www.nrlb.gov](http://www.nrlb.gov), submit an original of this Petition to an NLRB Office in the Region in which the employer concerned is located. The petition must be accompanied by a certificate of service showing service on all parties named in the petition of the following: (1) the petition; (2) Statement of Position form; and (3) Description of Procedures in Certification and Decertification Cases (Form NLRB 4812). The petition must also be accompanied by evidence supporting the statement that a labor organization has made a demand for recognition on the employer or that the employer has good faith uncertainty about majority support for an existing representative. However, if the evidence reveals the names and/or number of employees who no longer wish to be represented, the evidence shall not be served on any party.

**1. PURPOSE OF THIS PETITION: RM-CERTIFICATION OF REPRESENTATIVE** - One or more individuals or labor organizations have presented a claim to the Employer/Petitioner to be recognized as the representative of employees of the Employer/Petitioner or the Employer/Petitioner has a good faith uncertainty about majority support for an existing representative. If a charge under Section 8(b)(7) of the Act has been filed involving the Employer/Petitioner named in this petition, this statement shall not be deemed made. The Petitioner alleges that the following circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act.

2a. Name of Employer/Petitioner:

KEOLIS TRANSIT SERVICES, LLC

2b. Address(es) of Establishment(s) involved (Street and number, City, State, ZIP code):

42031 LOUDOUN CENTER PLACE, LEESBURG, VA 20175

3a. Employer/Petitioner Representative - Name and Title:

JEFF RAINEY, DIRECTOR, HR

3b. Address (if same as 2b - state same):

SAME

3c. Tel. No.

N/A

3d. Cell No.

(615) 521-6041

3e. Fax No.

N/A

3f. E-Mail Address

JEFF.RAINEY@KEOLISNA.COM

4a. Type of Establishment (Factory, mine, wholesaler, etc.):

TRANSPORTATION

4b. Principal Product or Service

MASS TRANSIT

5a. Description of Unit Involved:

Included:

DRIVERS, OPERATORS, DISPATCHERS, ROAD SUPERVISORS, MAINTENANCE FOREMAN, MECHANIC, UTILITY WORKERS, AND PARTS CLERKS.

Excluded:

ALL OTHER EMPLOYEES, OFFICE CLERICALS, GUARDS AND SUPERVISORS AS DEFINED IN THE ACT.

5b. City and State where unit is located:

LEESBURG, VA

6. Number of Employees in Unit:

94

Unless a charge alleging a violation of Section 8(b)(7) is pending, check EITHER item 7a or 7b, whichever is applicable.

☒ 7a. A labor organization made a demand for recognition on the Employer/Petitioner on (Date) 3/23/2021☐ 7b. The Employer/Petitioner has a good faith uncertainty about majority support for an existing representative.

8a. Name of Recognized or Certified Bargaining Agent - Name

N/A

8b. Affiliation, if any:

8c. Address:

8d. Tel. No.

8e. Cell No.

8f. Fax No.

8g. E-Mail Address

9. Date of Recognition or Certification

N/A

10. Expiration Date of Current or Most Recent Contract, if any (Month, Day, Year)

N/A

11. Is there now a strike or picketing at the Employer's establishment(s) involved? ☒ NO If so, approximately how many employees are participating?

(Name of Labor Organization)

, has picketed the Employer since (Month, Day, Year)

12. Organizations or individuals other than those named in item 8, which have a contract with the Employer/Petitioner or represent employees of the Employer/Petitioner or demanded recognition as representatives and other organization and individuals known to have a representative interest in any employees in the unit described in item 5 above. (If none, so state)

A AMALGAMATED TRANSIT UNION LOCAL 689

12a. Name and affiliation if any

JOHN ERTL,

12b. Address

10000 NEW HAMPSHIRE AVE  
SILVER SPRING, MD 20903

12c. Tel. No.

(202) 826-4845

12d. Cell No.

12e. Fax No.

12f. E-Mail Address

COLLECTIVE BARGAINING ADMINISTRATOR

JERTL@ATU.ORG

13. Election Details: If the NLRB conducts and election in this matter, state your position with respect to any such election:

13a. Election Type:

☒ Manual ☐ Mail ☐ Mixed Manual/Mail

13b. Election Date(s):

MAY 21, 2021

13c. Election Time(s):

5 a.m. to 8 a.m. and 1 p.m. to 4 p.m.

13d. Election Location(s):

BREAK ROOM AT  
42031 LOUDOUN CENTER PLACE

14. Representative of the Employer/Petitioner who will accept service of all papers for purposes of the representation proceeding.

14a. Name and Title:

JEFF RAINEY, DIRECTOR, HR

14b. Address (street and number, city, State and ZIP code):

42031 LOUDOUN CENTER PLACE, LEESBURG, VA 20175

14c. Tel. No.

N/A

14d. Cell No.

(615) 521-6041

14e. Fax No.

N/A

14f. E-Mail Address

JEFF.RAINEY@KEOLISNA.COM

I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

Name (Print)

JEFF RAINEY

Signature



Title

DIRECTOR OF HUMAN RESOURCES

Date

4/9/2021

WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 05-CA-282758	Date Filed 9/9/21

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Keolis Transit Services, LLC		b. Tel. No. (615) 521-6041
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 42031 Loudoun Center Place, Leesburg VA 20175	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)@keolisna.com
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation Garage	j. Identify principal product or service Public Transportation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  
See attachment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Amalgamated Transit Union Local 689

4a. Address (Street and number, city, state, and ZIP code) 2701 Whitney Place Forestville, MD 20747-3457	4b. Tel. No. (301) 669-8620
	4c. Cell No.
	4d. Fax No. (301) 568-0692
	4e. e-mail rjackson@atu689.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
Amalgamated Transit Union, AFL-CIO/CLC

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

/s/Christopher Bangs

Christopher Bangs, ATU Assoc Gen Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.  
(202) 262-2630

Fax No.

e-mail  
cbangs@atu.org

Address 10000 New Hampshire Ave, Silver Spring MD 20903 Date Sep 9, 2021

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

## **Attachment**

### *2. Basis of the Charge*

1. Since around April 1, 2021, the Employer has violated Sections 8(a)(5) and (1) of the Act by unilaterally changing terms and conditions of employment without giving the Union notice and while refusing to bargain, by unilaterally
  - Eliminating the weekly pay guarantee.
  - Changing the scheduling process.
  - Changing retirement benefits.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
05-CA-283936	10/1/21

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Keolis Transit Services, LLC		b. Tel. No. (615) 521-6041
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 42031 Loudoun Center Place, Leesburg VA 20175	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)@keolisna.com
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation Garage	j. Identify principal product or service Public Transportation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  
See attachment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Amalgamated Transit Union Local 689

4a. Address (Street and number, city, state, and ZIP code) 2701 Whitney Place Forestville, MD 20747-3457	4b. Tel. No. (301) 669-8620
	4c. Cell No.
	4d. Fax No. (301) 568-0692
	4e. e-mail rjackson@atu689.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
Amalgamated Transit Union, AFL-CIO/CLC

**6. DECLARATION**

I declare that I have read the above charge and that the statements  
are true to the best of my knowledge and belief.

/s/Christopher Bangs

Christopher Bangs, ATU Assoc Gen Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.  
(202) 262-2630

Fax No.

e-mail  
cbangs@atu.org

Address 10000 New Hampshire Ave, Silver Spring MD 20903 Date Oct 1, 2021

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

## Attachment

1. On or around June 4, 2021, the Employer violated Sections 8(a)(5) and (1) of the Act by unilaterally changing terms and conditions of employment without giving the Union notice and an opportunity to bargain by unilaterally developing and implementing a new run cut procedure.
2. On or around June 4 and June 7, 2021, the Employer violated Sections 8(a)(5) and (1) of the Act by unilaterally changing terms and conditions of employment without giving the Union notice and an opportunity to bargain by unilaterally developing and promulgating a new Tardiness & Attendance Policy effective June 1, 2021.
3. Since around June 9, 2021, the Employer has violated Sections 8(a)(5) and (1) of the Act by unilaterally changing terms and conditions of employment without giving the Union notice and an opportunity to bargain by unilaterally cutting retirement benefits and by announcing that the 401(k) plan would not be set up until at least September 2021.
4. On or around July 15, 2021, the Employer announced to employees that it was seeking volunteers to transfer from the Commuter Operation to the Fixed Route Operation, with a reduction in wages to the lower non-bargained wage rate, and that if it did not receive enough volunteers it would unilaterally implement a "reduction in force . . . using a hold down process." By unilaterally implementing this policy without providing the Union notice and an opportunity for decisional and impact bargaining, the Employer has violated Sections 8(a)(5) and (1) of the Act.
5. In or around July 2021, the Employer violated Sections 8(a)(5) and (1) of the Act by a) unilaterally changing terms and conditions of employment without giving the Union notice and an opportunity to bargain, and b) direct dealing, by temporarily assigning at least two represented employees to the Employer's facility in Reno, Nevada to train strike-breakers in preparation for a strike against the Employer, which involved negotiating directly with the unit employees about their terms of employment in such an assignment and unilaterally modifying their terms and conditions of employment during the assignment.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
05-CA-285523Date Filed  
10/29/2021

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Keolis Transit Services, LLC		b. Tel. No. (615) 521-6041
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 42031 Loudoun Center Place, Leesburg VA 20175	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@keolisna.com
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation Garage	j. Identify principal product or service Public Transportation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  
See attachment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Amalgamated Transit Union Local 689

4a. Address (Street and number, city, state, and ZIP code) 2701 Whitney Place Forestville, MD 20747-3457	4b. Tel. No. (301) 669-8620
	4c. Cell No.
	4d. Fax No. (301) 568-0692
	4e. e-mail rjackson@atu689.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
Amalgamated Transit Union, AFL-CIO/CLC

## 6. DECLARATION

I declare that I have read the above charge and that the statements  
are true to the best of my knowledge and belief.

/s/Christopher Bangs

Christopher Bangs, ATU Assoc Gen Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.  
(202) 262-2630

Fax No.

e-mail  
cbangs@atu.org

Address 10000 New Hampshire Ave, Silver Spring MD 20903 Date Oct 29, 2021

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

## Attachment

1. On or around October 21, 2021, the Employer violated Sections 8(a)(5) and (1) of the Act by unilaterally removing all materials from the ATU bulletin board.
2. On or around September 30, 2021, the Employer violated Sections 8(a)(5) and (1) of the Act by unilaterally changing terms and conditions of employment by administering a drug test to a bargaining unit member at the end of (b) shift, thereby unilaterally extending (b) working hours despite (b) need to leave at the end of (b) scheduled shift, and disciplining (b) and threatening (b) for expressing that (b) had other obligations that (b) would be late for if (b) stayed past (b) scheduled shift.
3. Since October 1, 2021, the Employer violated Sections 8(a)(5) and (1) of the Act by continuing to fail to set up a retirement plan for employees, despite its commitment that "the plan is to have the programming set up and tested and be ready for the Loudoun Hourly employees to enroll by September."
4. On or around October 21, 2021, the Employer by and through (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), violated Section 8(a)(1) of the Act by coercively interrogating (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) Section 7 activities.
5. On or around October 20, 2021, the Employer violated Sections 8(a)(5) and (1) of the Act by announcing that shifts would now just be assigned and not selected through a seniority-based bidding process for employees including road supervisors.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case  
05-CA-293513Date Filed  
04/04/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Keolis Transit Services, LLC		b. Tel. No. (615) 521-6041
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 42031 Loudoun Center Place, Leesburg VA 20175	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)@keolisna.com
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation Garage	j. Identify principal product or service Public Transportation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  
See attachment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Amalgamated Transit Union Local 689

4a. Address (Street and number, city, state, and ZIP code) 2701 Whitney Place Forestville, MD 20747-3457	4b. Tel. No. (301) 669-8620
	4c. Cell No.
	4d. Fax No. (301) 568-0692
	4e. e-mail rjackson@atu689.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
Amalgamated Transit Union, AFL-CIO/CLC

## 6. DECLARATION

I declare that I have read the above charge and that the statements  
are true to the best of my knowledge and belief.

/s/Christopher Bangs

Christopher Bangs, ATU Assoc Gen Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address 10000 New Hampshire Ave, Silver Spring MD 20903

Date Apr 4, 2022

Tel. No.

Office, if any, Cell No.  
(202) 262-2630

Fax No.

e-mail  
cbangs@atu.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment

1. On April 1 and April 3, 2022, the Employer through (b) (6), (b) (7)(C) violated Sections 8(a)(5) and (1) of the Act by refusing to respond to an information request the Union made on April 1, 2022, regarding discipline of a bargaining unit employee.
2. On April 1 and April 3, 2022, the Employer through (b) (6), (b) (7)(C) violated Sections 8(a)(5) and (1) of the Act by refusing to bargain with the Union on request regarding discipline for bargaining unit employees.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 05-CA-305279	Date Filed 10/6/22

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Keolis Transit Services, LLC	b. Tel. No. (310) 703-2226
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 42031 Loudoun Center Place, Leesburg VA 20175	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@KeolisNA.com
	h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Passenger Transportation	j. Identify principal product or service Public Transportation
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See attachment.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Amalgamated Transit Union Local 689	
4a. Address (Street and number, city, state, and ZIP code) 2701 Whitney Place, Forestville, MD 20747-3457	4b. Tel. No. (301) 669-8620
	4c. Cell No.
	4d. Fax No. (301) 568-0692
	4e. e-mail rjackson@atu689.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Amalgamated Transit Union, AFL-CIO/CLC	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  /s/Christopher Bangs Christopher Bangs, ATU Assoc Gen Counsel  (signature of representative or person making charge) (Print/type name and title or office, if any)	
Tel. No.	
Office, if any, Cell No. (202) 262-2630	
Fax No.	
e-mail cbangs@atu.org	
Address 10000 New Hampshire Ave, Silver Spring MD 20903 Date Oct 6, 2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

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## **Attachment**

### **2. Basis of the Charge**

1. Since around May 9, 2022, the Employer has violated Sections 8(a)(5) and (1) by discontinuing its regular practice of periodically having employees bid on work assignments by seniority.
2. Since around August 25, 2022, the Employer violated Sections 8(a)(5) and (1) by refusing to provide the Union with relevant information on request about the Employer's retirement benefits.
3. In the last six months, the Employer violated Sections 8(a)(5) and (1) by unilaterally changing employees' retirement benefits without giving the Union notice and an opportunity to bargain.
4. In the last six months, the Employer has violated Sections 8(a)(5) and (1) by hiring new employees into the unit on preferential terms of employment, including better shifts, more hours, and higher wages, without giving the Union notice and an opportunity to bargain.

## FIRST AMENDED CHARGE AGAINST EMPLOYER

## DO NOT WRITE IN THIS SPACE

Case  
05-CA-305279Date Filed  
1/11/23

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Keolis Transit Services, LLC, Keolis Transit America, Inc., and Keolis America, Inc., a single employer		b. Tel. No. (310) 703-2226
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 42031 Loudoun Center Place, Leesburg VA 20175  Headquarters: 53 State St., 11th Floor, Boston MA 02109	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@KeolisNA.com
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Passenger Transportation	j. Identify principal product or service Public Transportation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  
See attachment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Amalgamated Transit Union Local 689

4a. Address (Street and number, city, state, and ZIP code) 2701 Whitney Place, Forestville, MD 20747-3457	4b. Tel. No. (301) 669-8620
	4c. Cell No.
	4d. Fax No. (301) 568-0692
	4e. e-mail rjackson@atu689.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
Amalgamated Transit Union, AFL-CIO/CLC

## 6. DECLARATION

I declare that I have read the above charge and that the statements  
are true to the best of my knowledge and belief.

/s/Christopher Bangs

Christopher Bangs, ATU Assoc Gen Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.  
(202) 262-2630

Fax No.

e-mail  
cbangs@atu.org

Address 10000 New Hampshire Ave, Silver Spring MD 20903 Date 01/11/2023

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

## **Attachment**

### **2. Basis of the Charge**

1. Since around May 9, 2022, the Employer has violated Sections 8(a)(5) and (1) by discontinuing its regular practice of periodically having employees bid on work assignments by seniority.
2. Since around August 25, 2022, the Employer violated Sections 8(a)(5) and (1) by refusing to provide the Union with relevant information on request about the Employer's retirement benefits.
3. In the last six months, the Employer violated Sections 8(a)(5) and (1) by unilaterally changing employees' retirement benefits without giving the Union notice and an opportunity to bargain.
4. In the last six months, the Employer has violated Sections 8(a)(5) and (1) by hiring new employees into the unit on preferential terms of employment, including better shifts, more hours, and higher wages, without giving the Union notice and an opportunity to bargain.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 05-CA-305279	Date Filed 1/17/23

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Keolis Transit Services, LLC		b. Tel. No. (310) 703-2226
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 42031 Loudoun Center Place, Leesburg VA 20175	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@KeolisNA.com
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Passenger Transportation	j. Identify principal product or service Public Transportation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**  
See attachment.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**  
Amalgamated Transit Union Local 689

4a. Address (Street and number, city, state, and ZIP code) 2701 Whitney Place, Forestville, MD 20747-3457	4b. Tel. No. (301) 669-8620
	4c. Cell No.
	4d. Fax No. (301) 568-0692
	4e. e-mail rjackson@atu689.org

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**  
Amalgamated Transit Union, AFL-CIO/CLC

**6. DECLARATION**

I declare that I have read the above charge and that the statements  
are true to the best of my knowledge and belief.

/s/Christopher Bangs

Christopher Bangs, ATU Assoc Gen Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.  
(202) 262-2630

Fax No.

e-mail  
cbangs@atu.org

Address 10000 New Hampshire Ave, Silver Spring MD 20903

Date

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

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## **Second Amended Charge Attachment**

### **2. Basis of the Charge**

1. Since around May 9, 2022, the Employer has violated Sections 8(a)(5) and (1) by discontinuing its regular practice of periodically having employees bid on work assignments by seniority.
2. Since around August 25, 2022, the Employer violated Sections 8(a)(5) and (1) by refusing to provide the Union with relevant information on request about the Employer's retirement benefits.
3. In the last six months, the Employer violated Sections 8(a)(5) and (1) by unilaterally changing employees' retirement benefits without giving the Union notice and an opportunity to bargain.
4. In the last six months, the Employer has violated Sections 8(a)(5) and (1) by hiring new employees into the unit on preferential terms of employment, including better shifts, more hours, and higher wages, without giving the Union notice and an opportunity to bargain.
5. In the last six months, the Employer has made unilateral changes by unilaterally announcing a new bid to reassign employees' work assignments, then unilaterally delaying the start of new work assignments, without giving the Union notice and an opportunity to bargain.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
05-CA-305828	10/21/22

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Keolis Transit Services, LLC		b. Tel. No. (310) 703-2226
		c. Cell No. 571-919-9122
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 42031 Loudoun Center Place Leesburg, Virginia 20175	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@KeolisNA.com
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation	j. Identify principal product or service Passenger Transportation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or around October 20, 2022, the Employer through (b) (6), (b) (7)(C), violated the Act by announcing a new rule limiting the number of Union representatives who could enter the facility and threatening that "If more than two attempt to enter our facility, I will refuse them access and ask them to remain outside." The Employer neither owns nor has property rights to the facility.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Amalgamated Transit Union Local 689

4a. Address (Street and number, city, state, and ZIP code) 2701 Whitney Place, Forestville, MD 20747-3457	4b. Tel. No. (301) 669-8620
	4c. Cell No.
	4d. Fax No. (301) 568-0692
	4e. e-mail rjackson@atu689.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
Amalgamated Transit Union, AFL-CIO/CLC

## 6. DECLARATION

I declare that I have read the above charge and that the statements  
are true to the best of my knowledge and belief.

/s/Christopher Bangs

Christopher Bangs, ATU Assoc Gen Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address 10000 New Hampshire Ave, Silver Spring MD 20903

Date Oct 21, 2022

Tel. No.

Office, if any, Cell No.  
(202) 262-2630

Fax No.

e-mail  
cbangs@atu.orgWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
FIRST AMENDED CHARGE AGAINST EMPLOYER

## DO NOT WRITE IN THIS SPACE

Case  
05-CA-305828Date Filed  
01-11-2023

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Keolis Transit Services, LLC, Keolis Transit America, Inc., and Keolis America, Inc., a single employer		b. Tel. No. (310) 703-2226
		c. Cell No. 571-919-9122
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 42031 Loudoun Center Place Leesburg, Virginia 20175  Headquarters: 53 State St., 11th Floor, Boston MA 02109	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@KeolisNA.com
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation	j. Identify principal product or service Passenger Transportation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or around October 20, 2022, the Employer through (b) (6), (b) (7)(C) violated the Act by announcing a new rule limiting the number of Union representatives who could enter the facility and threatening that "If more than two attempt to enter our facility, I will refuse them access and ask them to remain outside." The Employer neither owns nor has property rights to the facility.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Amalgamated Transit Union Local 689

4a. Address (Street and number, city, state, and ZIP code) 2701 Whitney Place, Forestville, MD 20747-3457	4b. Tel. No. (301) 669-8620
	4c. Cell No.
	4d. Fax No. (301) 568-0692
	4e. e-mail rjackson@atu689.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
Amalgamated Transit Union, AFL-CIO/CLC

## 6. DECLARATION

I declare that I have read the above charge and that the statements  
are true to the best of my knowledge and belief.

/s/Christopher Bangs

Christopher Bangs, ATU Assoc Gen Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.  
(202) 262-2630

Fax No.

e-mail  
cbangs@atu.org

Address 10000 New Hampshire Ave, Silver Spring MD 20903 Date 01/11/2023

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PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case <b>05-CA-307561</b>	Date Filed <b>11/17/21</b>

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Keolis Transit Services, LLC		b. Tel. No. (310) 703-2226
		c. Cell No. 571-919-9122
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 42031 Loudoun Center Place Leesburg, Virginia 20175	e. Representative (b) (6), (b) (7)(C)	g. E-mail (b) (6), (b) (7)(C)@KeolisNA.com
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation	j. Identify principal product or service Passenger Transportation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**  
See attachment.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**  
Amalgamated Transit Union Local 689

4a. Address (Street and number, city, state, and ZIP code) 2701 Whitney Place, Forestville, MD 20747-3457	4b. Tel. No. (301) 669-8620
	4c. Cell No.
	4d. Fax No. (301) 568-0692
	4e. e-mail rjackson@atu689.org

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**  
Amalgamated Transit Union, AFL-CIO/CLC

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

/s/Christopher Bangs

Christopher Bangs, ATU Assoc Gen Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address 10000 New Hampshire Ave, Silver Spring MD 20903

Date Nov 17, 2022

Tel. No.

Office, if any, Cell No.  
(202) 262-2630

Fax No.

e-mail  
cbangs@atu.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

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## Attachment

### 2. Basis of the Charge

1. For the last six months including during bargaining on November 17, 2022, Keolis through its (b) (6), (b) (7)(C) has violated Sections 8(a)(5) and (1) by failing and refusing to bargain in good faith with the Union.
2. On November 17, 2022, Keolis through (b) (6), (b) (7)(C) violated Section 8(a)(1) by calling a Union employee a (b) (6), (b) (7)(C) slur during bargaining.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**FIRST AMENDED CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case

05-CA-307561

Date Filed

01/11/2023

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Keolis Transit Services, LLC , Keolis Transit America, Inc., and Keolis America, Inc., a single employer		b. Tel. No. (310) 703-2226
		c. Cell No. 571-919-9122
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 42031 Loudoun Center Place Leesburg, Virginia 20175  Headquarters: 53 State St., 11th Floor, Boston MA 02109	(b) (6), (b) (7)(C) Representative [REDACTED]	(b) (6), (b) (7)(C)@KeolisNA.com
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation	j. Identify principal product or service Passenger Transportation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  
See attachment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Amalgamated Transit Union Local 689

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	4c. Cell No.
	4d. Fax No. (301) 568-0692
	4e. e-mail rjackson@atu689.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
Amalgamated Transit Union, AFL-CIO/CLC

## 6. DECLARATION

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are true to the best of my knowledge and belief.

/s/Christopher Bangs

Christopher Bangs, ATU Assoc Gen Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

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Fax No.

e-mail  
cbangs@atu.org

Address 10000 New Hampshire Ave, Silver Spring MD 20903 Date 01/11/2023

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1. For the last six months including during bargaining on November 17, 2022, Keolis through its (b) (6), (b) (7)(C) has violated Sections 8(a)(5) and (1) by failing and refusing to bargain in good faith with the Union.
2. On November 17, 2022, Keolis through (b) (6), (b) (7)(C) violated Section 8(a)(1) by calling a Union employee a (b) (6), (b) (7)(C) slur during bargaining.